

**State of Connecticut  
Commission on Human Rights and Opportunities  
Regular Commission Meeting  
Legislative Office Building – Rm 1A  
Hartford, CT 06106  
Wednesday, December 13, 2017  
2:00 p.m.**



**Regular Commission Meeting Minutes**

**Commissioners Present**

Cherron Payne, Chairperson  
Edward Mambruno, Secretary  
Andrew Norton  
Edith Pestana  
Lisa Giliberto  
Nicholas Kapoor  
Shuana Tucker

**Commissioners Absent**

Joseph Suggs

**Staff Present**

Tanya Hughes, Executive Director	
Cheryl Sharp, Deputy Director	
Emily Melendez, Assistant Attorney General	Jody Walker Smith, Commission Counsel II
Monica H. Richardson, Executive Secretary	Michelle Dumas Keuler, Commission Counsel III
Ronald Simpson, Regional Manager	Neva Elaine Vigezzi, AA HRO Representative
Darcy Jones, Legislative Analyst	

I. **Chairperson:** Cherron Payne, Presiding

The meeting was convened at 2:04 p.m. by Chair Cherron Payne.

Commissioner Payne began the meeting with a meaningful tribute and memoriam to the late Dr. Valerie Kennedy who passed away one year ago leaving a legacy of dedication in our Affirmative Action unit.

II. **Secretary:** Edward Mambruno

A motion was made by Commissioner Pestana to approve the Minutes of the November 8,

2017 Regular Commission Meeting. It was seconded by Commissioner Norton. The vote was: Yes (6), No (0), and Abstentions (0). The motion carried.

### III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp:

Department of Agriculture  
Department of Motor Vehicles  
Office of Early Childhood  
Office of Chief State’s Attorney, Division of Criminal Justice  
Department of Children and Families

#### A. Staff Recommendations: **Approved**

##### 1. Department of Agriculture

Representing the agency were Commissioner Steven K. Reviczky, Jason Bowsza, Chief of Staff, Alicia Nunez, DAS Director of EEO and Linda Piotrowicz.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 33%. There were no promotion goals for this filing period. The program goals were met at 100%.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 271% goal achievement for the SBE and 425% for the MBE.

The filing history is as follows: 2009, 2010, 2011, 2013, and 2015 Approved.

A motion was made by Commissioner Pestana and seconded by Commissioner Tucker to accept staff recommendation and **approve** the plan of the Department of Agriculture and **retain biennial filing status**. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

##### 2. Department of Motor Vehicles

Representing the agency were Commissioner Michael Bzdyra, Daniel Callahan, Human Resources Administrator, Natalie Shipman, Equal Employment Opportunity Manager and Janice duFrend, Equal Employment Opportunity Specialist II.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 35%. The promotion goals were met at 27.7% for this filing period. The program goals were met at 100%.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 1539.3% goal achievement for the SBE and 2777.7% for the MBE.

The filing history is as follows: 2012, 2013, 2014, 2015 and 2016 Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Mambruno to accept staff recommendation and **approve** the plan of the Department of Motor Vehicles and **retain annual filing status**. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

### 3. Office of Chief State's Attorney, Division of Criminal Justice

Representing the agency were the Chief State's Attorney, Kevin Kane, Deputy Chief State's Attorney, John Russotto and Ngina A. McMillian, Equal Employment Opportunity Specialist.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 0%. The promotion goals were met at 25%. The program goals were 0%.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 325% goal achievement for the SBE and 364% for the MBE.

The filing history is as follows: 2012, 2013, 2014, 2015, and 2016 Approved.

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept staff recommendation and **approve** the plan of the Division of Criminal Justice and retain biennial filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously.

### 4. Office of Early Childhood

Representing the agency were Commissioner David Wilkinson, Levy Gillespie- Equal Employment Opportunity Director, Barbara Brown-Administrative Assistant, LaWanda Scott, Equal Employment Opportunity Specialist, and Cynthia Isaacs.

The plan was recommended for **Approval**:

The agency did not meet or substantially meet all of its hiring goals at 63%. There were no promotion goals and no program goals for this filing period.

The Contract Compliance Set-Aside Program for FY2016/2017 showed 292% goal achievement for the SBE and 1154% for the MBE.

The filing history is as follows: 2015, and 2016 Disapproved and 2017 Approved.

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to accept staff recommendation and approve the plan of the Office of Early Childhood and retain biennial filing status. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried unanimously

B. Staff Recommendations: **Disapprove**

5. Department of Children and Families

Representing the agency were Cindy J. Butterfield, DCF Deputy Commissioner, Victor Brathwaite, Interim Director of the Office of Diversity & Equity, Irma Reyes, Jeri Beckford, and Shirley Amos-Cooper.

The plan was recommended for Disapproval:

The agency did not meet all or substantially meet all of its hiring goals at 42.7%. The promotion goals were met at 47.1% and the program goals were met 100%.

The Contract Compliance Set-Aside Program for FY2016/2017 was not available

The five-year filing history is as follows: 2011, 2012, 2013, 2014, and 2015 Approved. They were recommended to retain their annual filing status.

A motion was made by Commissioner Giliberto and seconded by Commissioner Tucker to follow staff recommendation and disapprove the plan and to **retain annual filing status of** the Department of Children and Families. The vote was: Yes (6), No (0) and Abstentions (0). The motion carried.

IV. Division Reports

Executive Director's Report: presented by Tanya Hughes, Executive Director  
Director Hughes reported on the following:

- Maintaining minimum aged inventory;
- Increased number of filings across all regions
- Closures/Settlements
- Housing Conference and Training opportunities
- Weekly Legislative Review committee meetings and Executive Staff meetings
- Speaking Engagements:
  - Racial Profiling Committee, LOB, Nov 9
  - ULYP, Hartford, Nov 9
  - Women in Leadership panel, SCSU, Nov 30

A detailed production report was provided. Please see attached.

Outreach Report: presented by Cheryl Sharp, Deputy Director  
Deputy Director Sharp reported on the following:

Future Outreach Activities:

- Yale University, and Veteran's Status, Jan 2018
- Jr. Apprentice Program, Dec 2017
- House of Peace , Almeida Muslim Center
- Legislative Working Group from Affirmative Action

- Outreach of the Regional Offices

A detailed report was provided. See attached.

Legislative Report: presented by Darcy Jones, Legislative Analyst and Commission Counsel

Darcy Jones reported that on November 17, the Office of Policy and Management announced budgeted lapses for Fiscal Year 2018. The budget passed in October directed OPM to make whatever adjustments necessary to achieve \$881.6 million in General Fund lapses. This represents a total loss of \$284,119 to CHRO in the budget that was passed in October.

***Press releases (see attached):***

- “CHRO Deals with Ongoing Community Issues at November Meeting” (November 14)
- “CHRO Executive and Deputy Director Participate in the Release of the Most Recent Racial Profiling Traffic Stop Report” (November 15)

A detailed report was provided. See attached.

V. Request for Reopening

Presented by Michelle Dumas Keuler, Commission Counsel

1. Michael Trelski v. Four Points Sheraton  
CHRO Case No. 1730233

A motion was made by Commissioner Giliberto and seconded by Commissioner Kapoor to **grant the request to reopening of CHRO case no 1730233, Michael Trelski v. Four Points Sheraton, in the interest of justice and send it back to the investigative stage.** The vote was: Yes (5), No (1) and Abstentions (0). The motion carried.

*Commissioner Tucker left at 3:45 pm*

VI. New Business:

2018 Regular Commission Meeting Calendar, Vote required

A motion was made by Commissioner Kapoor and seconded by Commissioner Giliberto to accept the Commission meeting dates as proposed for the 2018 year. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried.

VII. Executive Session

*(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to Attend Must Be Noted)*

Commissioner Pestana moved to go into Executive session and was seconded by Commissioner Norton. The vote was: Yes (5), No (0) and Abstentions (0). The motion was carried.

*Invited into Executive Session were Tanya Hughes, Cheryl Sharp, Attorney Jody Walker Smith, and AAG Emily Melendez.*

1. CHRO ex rel. Independence Unlimited, Inc. v. Eastbrook Towers, LLC et al.  
CHRO Case No. 1850011

Presented by Jody Walker Smith – Commission Counsel

#### VIII. Return from Executive Session

Commissioner Kapoor moved to resume the meeting following Executive Session at 3:35 p.m. and it was seconded by Commissioner Giliberto. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

#### Vote on Executive Session Items:

1. CHRO ex rel. Independence Unlimited, Inc. v. Eastbrook Towers, LLC et al.  
CHRO Case No. 1850011

Presented by Jody Walker Smith – Commission Counsel

Commissioner Kapoor moved to have commission legal counsel file this case in Hartford Superior Court and seek injunctive relief of CHRO case no 1850011; it was seconded by Commissioner Giliberto. The vote was: Yes (5), No (0) and Abstentions (0). The motion carried unanimously.

#### IX. Old Business:

Park Hardware Decision, Declaratory Ruling Petition:

Attorney Michelle Dumas Keuler reported that Attorney Robin Fox was out sick and the petition for declaratory ruling will be presented at the next Commission meeting in January.

#### X. Adjournment

A motion was made by Commissioner Norton to adjourn the meeting and was seconded by Commissioner Kapoor. The motion to adjourn carried unanimously. The vote was Yes (5), No (0), and Abstentions (0). The meeting adjourned at 4:07 p.m.